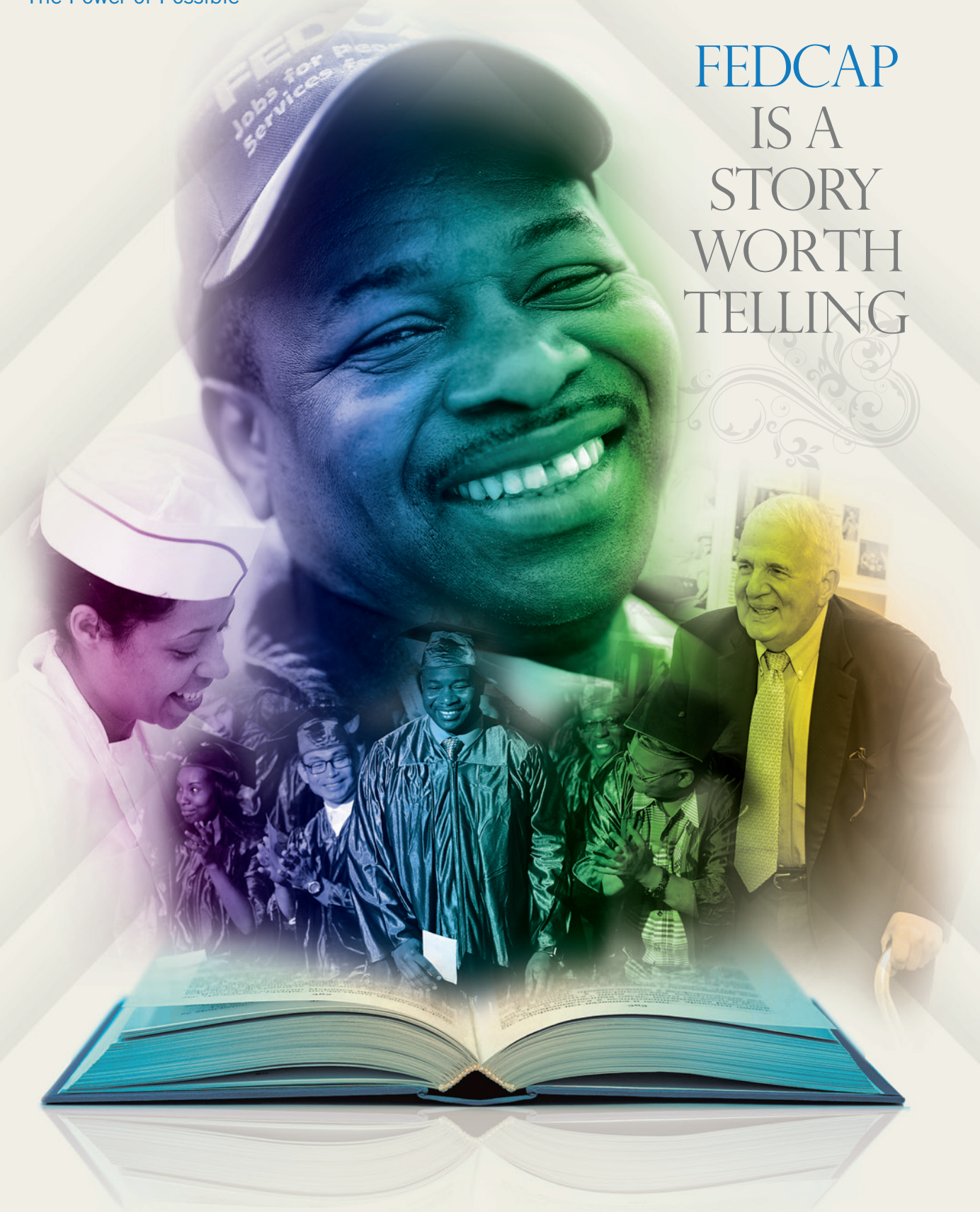


FEDCAP  
IS A  
STORY  
WORTH  
TELLING





# FEDCAP IS A STORY WORTH TELLING

Dear friends of Fedcap:

We believe that **Fedcap is a remarkable story.**

Ours is a story of courage—fighting upstream to do things that have not been done before, challenging assumptions and being unwilling to accept the status quo.

Ours is the story of the **Power of Possible**, undertaking bold initiatives to change the outcomes for people with barriers to economic well-being.

## Ours is the story of extraordinary expansion and innovation.

Leveraging our experience as the sole provider of NYC's WeCARE program, we were awarded a contract to serve the chronically unemployed in Maine. Individuals who never thought it possible, are experiencing the pride and dignity that comes with work.

We initiated an exciting effort in NJ in partnership with the Kessler Foundation—to help the state build an employment environment for people with intellectual and developmental disabilities.

Community Work Services in Boston expanded its services to young adults with disabilities—providing prestigious High Impact Internships in the private, public, and government sectors—including state legislators' offices.

We launched our Leadership Academy and our Learning Forward! initiative to develop the professional skills of our 3500+ staff.

We committed ourselves to financial transparency in an approach unprecedented in the nonprofit environment. Stakeholders from across the country join bi-annual webinars where they learn about our financial and operational performance, raising Fedcap's profile as an agency with integrity.

We combined with Granite Pathways in NH and were soon awarded a contract to develop and operate Regional Access Point Services—a comprehensive rapid response system for individuals struggling with substance use disorders.

We joined forces with Easterseals Rhode Island, enhancing our partnership with this iconic brand.

We continued to expand our Business Solutions with contracts in Delaware and NJ and our digital imaging and print business has taken off.

ReServe South Florida entered into a contract with Broward County Schools to place 30+ ReServists in middle schools to combat truancy.

Our Fedcap family of agencies measures success by lives changed, communities strengthened, and improvements in service delivery. By inspiring people to achieve, and providing effective services, our work instills a belief that anything is possible.

We are tremendously grateful to our board members, staff, donors, funders and partners for your generous support.

  
Mark O'Donoghue  
Chair, Fedcap Board of Directors

  
Christine McMahon  
President and Chief Executive Officer





# FEDCAP IS THE STORY OF AN 80+ YEAR OLD AGENCY...

## A history of vision, discovery and tremendous influence.

In the spring of 1935, three WWI vets met by happenstance in Times Square. They were hungry, cold and wanted to work. All three had been disabled in the war and shut out of the workforce by a society that did not believe that people with disabilities could work. United in purpose, they founded The Federation for the Handicapped and Crippled to offer hope to others like them and to restore the dignity, independence, and pride that comes with work.

Early on, the agency grew by establishing training and employment programs for its manufacturing businesses—pioneering the concept of social enterprise. The founders understood the power of practical work.

Over the next decades, The Federation began building relationships with city and state agencies, beginning its legacy as a trusted partner. Fedcap rolled out New York City's first vocational and social programs to help homebound individuals become financially independent—a commitment to equity that has grown stronger throughout our history. Eleanor Roosevelt visited Fedcap in the late 1930s becoming one of its first private donors—and the agency was lauded by a number of U.S. statesmen and senators. Legendary performers participated in benefits for The Federation—including Count Basie, Isaac Stern, Pinchas Zuckerman, Laurel and Hardy, and members of the New York City Ballet.

Times changed. The Federation for the Handicapped and Crippled became Fedcap Rehabilitation Services,

Inc., and the agency continued to forge new paths for the employment of people with barriers.

Fedcap broke new ground in utilizing technology with a program that enabled transcription service providers with disabilities to work from home.

Fedcap opened one of New York's first Jobs Club, becoming an innovator in finding ways to help people transition from public assistance to financial independence.

In the 1970s, Fedcap took its pioneering ways to Capitol Hill—becoming an important policy advocate for people with disabilities. Milton Cohen, Fedcap's CEO and respected national leader in the field of vocational rehabilitation, aided Senator Jacob Javits in drafting legislation that led to the passage of the Javits-Wagner-O'Day Act requiring that all federal agencies purchase specified supplies and services from nonprofit agencies employing persons who are blind or have other significant disabilities.

Over time, Fedcap's mission expanded to serve all people with barriers to economic well-being including youth transitioning from foster care, veterans, older workers, the previously incarcerated, the homeless, those struggling with mental illness and addiction and the chronically unemployed.

Today, the Fedcap family of agencies retains a passionate commitment to advocacy and to service and to the spirit of innovation that continues to drive our work. Through our four practice areas—education, workforce development, occupational health and economic development—we impact over 100,000 lives each year. We have expanded our footprint across the nation combining with other agencies in the belief that together we can make a titanic shift in the lives of people with barriers—and their communities.





# FEDCAP IS THE STORY OF VISION.

Fedcap's very existence is the result of visionaries who saw a wrong and tried to right it.

These visionaries saw people left out of the workplace, unable to experience the dignity that comes from work, and started to build a world where people—regardless of ability or circumstance—could thrive.

We have expectations and the force of conviction that inspires those we serve to dream—is the very foundation of our work.

This vision has carried us to where we are today—an influential and highly respected organization impacting tens of thousands of people from coast to coast—changing systems and changing lives.

*Fedcap serves as a catalyst for seeing beyond what is, providing a vision for what can be.*

The Community Impact Institute (CII) discovers, tests assumptions, and brings intellectual rigor to community conversations about solutions to entrenched social problems.

Our bi-annual Solution Series expands business perspectives about hiring and furthering the careers of people with barriers to economic wellbeing.

We move the needle—changing outcomes for people who will never walk through our doors—by improving the systems in which they are served.

We are transparent—one of the first non profits in the country to share our financial and programmatic information in real-time to all our stakeholders through a national teleconference.

We see possibilities in partnerships and leverage collective resources to make better and broader impact.

We take a vision and make it bigger—like turning a generous donation of a Red Mango store in Long Island into a workplace for veterans to practice their entrepreneurial skills.

And, we are cultivating a new generation of leaders who will carry forward the vision and the action to create a world where the services of Fedcap are no longer necessary—where equity in access and equity in opportunity are the rule, rather than the exception.





# FEDCAP IS THE STORY OF INNOVATION.

**Changing lives rarely involves a single intervention, rather a melding of the right services, delivered at the right time.**

*Sally moved 8 times in her 12 years in foster care. She struggled in school, but not because she wasn't smart enough. It never occurred to her that she could ever go to college—that dream was just too far off. Then her foster parents found out about PrepNOW! — and things at home started to change. Her foster parents started to tell her she could go to college — that she was smart and capable. Using the skills they were learning they helped her prepare for the SAT, apply for college, write her personal essay and visit colleges. Each step brought her dream closer. Today, Sally is a junior at Hofstra University with a goal of becoming a speech therapist.*

*Miranda was diagnosed with dementia when she was 68 — and her family did not know what to do. Through their church they heard about ReServe and soon were matched with a ReServist Dementia Care Coach. The ReServist uncovered Miranda's love of music and singing, which had laid dormant for some time. These days they take walks, go on drives and visit the park—singing. Miranda is less agitated and more at peace. So is her family.*

We saw that many young people transitioning from foster care were homeless, jobless and without a pathway to attend college and build a life of self-sufficiency. In partnership with the Conrad Hilton Foundation, we designed a strategy called PrepNOW!™— that builds the knowledge and skills foster parents need to create a college going culture in their homes. In 2016, we expanded PrepNOW! from New York City to Los Angeles CA.

In New York City, there are thousands of individuals who are chronically unemployed and on welfare. Through our nationally recognized WeCARE program, we help these individuals find their place in the workforce through services that address their physical and emotional well-being, as well as provide practical work readiness skills. We have expanded the program to New England and we are at the cusp of expansion to the United Kingdom.

The number of individuals facing a diagnosis of dementia is staggering and growing. Families are at a loss about how to meet the needs of their loved one. ReServe answered the need through the creation of a Dementia Care Coaching program. Today, trained ReServists are providing the caring, education and support that helps ensure the highest quality of life for the individual and their family.

A Step-By-Step Guide  
for Getting To College  
Graduating

**FEDCAP** PrepNOW!™

**FEDCAP** GET READY!™



# FEDCAP IS THE STORY OF THE POWER OF POSSIBLE.

The power of possible means inspiring people to believe that their future can soar beyond the confines of their past.

It means providing individuals with the right tools at the right time to gain the knowledge, skills, and abilities to realize dreams they only imagined. It means changing a generation of hopelessness into a legacy of dignity and pride. It means turning what was once deemed impossible into the possible.

Each June, we celebrate the accomplishments of over 200 people as they graduate with diplomas in Culinary Arts, Total Facilities Management, Security, Hospitality, Document Imaging and Print Management. Every graduate has a story to tell, like Anita, who grew up under the shadow of alcoholism, domestic violence and drug addiction. But none of these things stopped her from walking across the stage to receive her diploma, going on to be an honored alum at the 2016 graduation. Anita's story inspired hundreds of others as she overcame the barriers of addiction and abuse to become a valuable and reliable member of the Fedcap staff, currently serving as a custodian at our headquarters at 633 3rd Avenue in New York.

Chastity is a Home Health Aide who has been homeless many times in her life. Three years ago, Chastity was forced to drop out of school to support her mother, who struggles with mental illness, and her three younger brothers. While working as a Home Health Aide for Fedcap she lived on the subway, each night having to decide which car would be the safest for a night's sleep. Yet Chastity never missed a day of work. Hers is a story of perseverance and what's possible. She says, ***"Ever since I have been a full-time Home Health Aide worker, my life has greatly changed for the better. What kept me going is my desire to help the patient I have assigned to me... I do not intend to paint my homelessness story as a sad and hopeless one. I am not sad nor am I hopeless. I am a motivated young woman who is finally starting to blossom. Homelessness is a word that has become tattooed upon my life's history – but not my future!"***

When Vincent got into a fight, his life fell apart. Criminal charges were filed against him, even though he had never been in trouble before. The next four years were painful and difficult: he lost his job, his career plans derailed, and his self-esteem plummeted. The future he had once envisioned for himself now seemed impossible. But then, after being sentenced to three years' probation, Vincent was referred to Employment Works, a program of Fedcap's Wildcat Division. There he found the coaching and mentorship he needed to climb out of a very difficult time. After months of hard work, Vincent earned his dream job. Today he leads a crew of field workers in a cable company and reports directly to the manager who oversees the entire New York City region. ***"The Employment Works staff clearly cared about me; they are good at what they do," said Vincent. "They provided me with the opportunities to succeed."***



# FEDCAP IS THE STORY OF HOPE.

**Hope—for change and for a better future—  
defines the work of Fedcap.**

Our board, staff and our leadership team see hope as the foundation of all that we do. For the Fedcap family, hope is not about wishing for a better world—it is rather an unshakable belief that better lives and better communities are possible through hard work and commitment and through the strength and courage of those it is our privilege to serve.

Hope drives our work with people who struggle with addiction and untreated mental illness.

**Not a day goes by at Fedcap without hope being realized, without someone embarking on a path to recovery, seeking and finding the treatment they need, or gaining courage and support from their peer counselors.**

People with disabilities hope for a chance to prove that they have as much to contribute to society as anyone else. Young people leaving foster care hope for a level playing field, to go to college, to have meaningful internships and a career where they can thrive. The formerly incarcerated hope to make the most of a second chance. Older workers hope to give back to their communities in their encore careers. The chronically unemployed, many living in shelters, hope to gain the equity that leads them to their own home.

At Fedcap, these hopes and dreams come true every day.

*Ryan had a difficult start in life. Born with a rare genetic disorder, he was unable to feed himself and had inhibited development. His mother enrolled him at the Easterseals Child Development Center. There, he was provided with a full slate of occupational and physical therapies. When Ryan had first arrived at his school, he was nonverbal. Today, because of the help he got through Easterseals, he speaks in complete sentences and his cognitive, social, emotional and motor functioning are right where they should be. He has many friends at school and his mother tells us, "Everybody at school knows him and loves him, and he has a lot of eyes looking out for him every day." Easterseals gave Ryan—and his family—the hope for a future they couldn't imagine.*

*When Marcel was 14, he succumbed to peer pressure and started hanging out with the wrong crowd. He was arrested when he was present during an armed robbery, but instead of incarceration, he was diverted to a group mentoring program for justice-involved youth. Marcel could have become a statistic, but luckily, he found Fedcap. With the support of mentors, he has learned how to be a leader instead of a follower, and today, at 18, he makes better choices. Today he is working toward his dreams of college and a career. "Looking back, I almost can't believe how I could have ruined my life because of some bad choices I made when I was too young to know any better," he said. "My Fedcap mentors helped me turn my life around."*



# FEDCAP IS THE STORY OF BEING BETTER TOGETHER.

We are  
better  
together.

Better together means tapping the skills and talents of the many invested in our mission.

*It means embracing diversity of thought, background and experience.*

*It means being smart and using our resources efficiently.*

*It means mining the expertise of our growing and pioneering staff.*

*It means accomplishing a goal too big to achieve alone.*

We are better together because of our dedicated and forward thinking Boards of Directors.

We are better together because our combinations with exceptional agencies including Wildcat, ReServe, Community Work Services, The Way to Work, Easterseals New York, Granite Pathways and Easterseals Rhode Island who have expanded our sense of who we are and what we can accomplish.

We are better together because our vast number of business partners—especially WorkStar™ award recipients—who show us every day how to help people move from poverty to self-sufficiency.

ALONE WE  
CAN DO  
SO LITTLE...  
TOGETHER  
WE CAN DO  
SO MUCH.

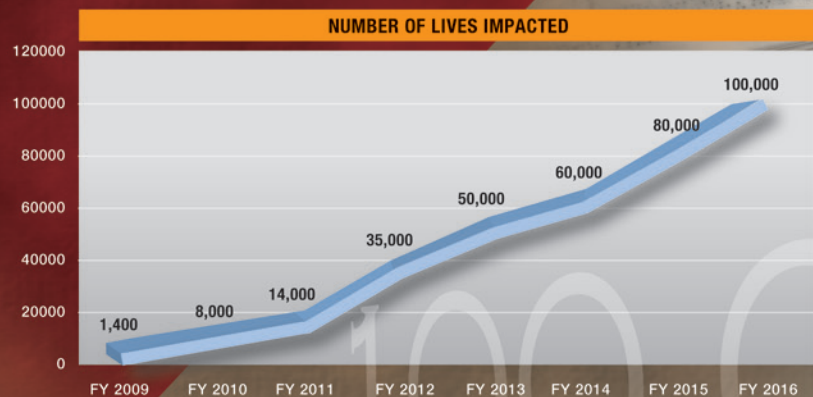
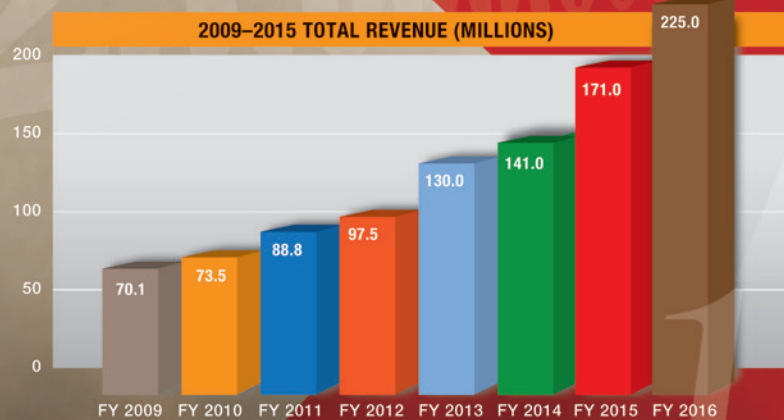
— HELEN KELLER





# FEDCAP IS THE STORY OF IMPACT.

Our success is determined by the relevant, sustainable impact of our work.



The numbers by which we measure impact—lives touched, jobs found, graduations achieved, training completed, careers established, certificates earned—all tell the story of our success. We care about results and we are rigorous in our metrics.

As our agency expands, our impact is growing—we touch over 100,000 lives each year.

**Impact is about the numbers—and it's more than that. It's about changing the course of the lives of individuals, families and communities.**

When people afflicted by substance use disorder find the services and supports they need in recovery centers, go on to find a job, fulfill a career, and become a contributing member of their community—the impact reaches far beyond just those individual lives.

**Impact is about lives changed, communities improved, hope sustained and a future where people have the power to direct the course of their lives.**

When those who were formerly incarcerated return home to a second chance and a job—rediscovering the pride of earning a living, supporting themselves and helping provide for their families—the impact is more than a job—the impact is about knowing that a new future is possible.

When foster parents create a college-going culture in their homes and help the youth in their care apply and get accepted into college, youth have many more choices about their future and their career.

When older adults in encore careers give back to their communities to help young people stay in school, support individuals and families as they steer through the unknown territory of dementia, and help at-risk youth find their strengths and their courage, the impact reverberates for generations to come.



# FEDCAP IS THE STORY OF TRANSFORMATION.

**Fedcap transforms businesses... communities... lives.**

Over our 80+ year history, Fedcap has tendered its influence on a local, regional, and national scale.

We transform the way we run our businesses. What began as a small custodial training program is today a national competitive commercial business, providing Total Facilities Management to 150 businesses and government facilities across an ever expanding footprint.

Fedcap's Career Design School is known for its high quality training in culinary arts. In 2016, we transformed this training into a cutting edge FOOD ART CENTER which encompasses both a professional trade school, state-of-the-art commercial kitchen and a high end catering business. The result is a pipeline to employment in the booming field of catering and event planning with fast-track career ladders.

Veterans' lives are improving as they learn how to transition their military experience to the civilian workforce.

Neighborhoods are looking better and cleaner as a result of Wildcat's Neighborhood Improvement Program.

The lives of people with intellectual and developmental disabilities are being transformed. Children with disabilities are learning and playing beside their typical peers. They are entering fully integrated kindergartens. Teenagers with disabilities are looking to the future filled with hope, with amazing possibilities. They are transitioning from high school to college and employment. Adults are leaving the sheltered workshops, they are joining the workforce, they are living more independently than many thought possible. They are going to college and they are building self-sufficient lives. And they are forever changing the communities in which they live.



*Chris spent years doing piecework in a sheltered workshop, working exclusively with people who, like him, have an intellectual or developmental disability. No one really knew what Chris was capable of. Expectations were modest when he applied for a part-time janitorial job and his own confidence was shaky. "We were told he did not have the ability to be a warehouse worker," Chris's supervisor said. That was two years ago. Today, Chris works 20 hours per week in the warehouse, performing the same tasks as employees without disabilities. Chris's social skills blossomed after being hired, and he is known as a warm and light hearted person with a giant work ethic.*

*Joyell Gilliard was a 23 year-old headed for a career in physical therapy when she suffered a stroke following minor surgery. It took her nearly a year to regain her speech, relearn to read, and she still struggles with use of her hands. Unable to pursue her chosen career, she was despondent. With the encouragement of her mother — her champion — she applied for help at ACCES-VR, and was referred to Fedcap's Food Art Center. There she discovered a love of the culinary arts. The FOOD ART CENTER helped her to find a sought after internship at Brooklyn Larder. Joyell excelled. She was hired by the company and is now well on her way to fulfilling her dream...owning her own catering business.*



# FEDCAP IS THE STORY OF VOLUNTEER LEADERSHIP.



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STORY OF VISION  
 STORY OF TRANSFORMATION  
 STORY OF HOPE  
 STORY OF IMPACT





# FEDCAP IS A STORY OF DONORS COMMITTED TO OUR MISSION.

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Mark J. Geller  
Robert Hickey  
Kelly Mannes  
Kathleen F. Marra  
William Matos  
Loretta Sivret



*If your name was inadvertently listed incorrectly or omitted, please accept our apologies and contact our Development Office at 212-220-2290.*



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